



Forensic
Intensive
Recovery
Support
Team
(FIRST)

Occupational Therapy
Team

Candidate
information pack

Become a part of
Team BSMHFT

**WE
ARE
HIRING**



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**Thank you for taking an
interest in these exciting
roles that will provide
career opportunities in
Birmingham and Solihull
Mental Health NHS
Foundation Trust.**



About us

Birmingham and Solihull Mental Health NHS

Foundation Trust (BSMHFT) provides a comprehensive health care service to those people living in Birmingham and Solihull who are experiencing mental health problems. Our Trust was established as Birmingham and Solihull Mental Health NHS Foundation Trust on 1 July 2008. Prior to us becoming a foundation trust our organisation had been created on 1 April 2003 through the merger of the former North and South Birmingham Mental Health NHS Trusts, which included mental health services for Solihull. We serve a culturally and socially diverse population of over a million, spread over 172 square miles, have an annual budget of in excess of £230 million, and a dedicated workforce of more than 4,000 staff – making us one of the largest and most complex mental health foundation trusts in the country. Our catchment population is diverse and characterised in places by high levels of deprivation, low earnings, and unemployment.

These factors create a higher requirement for access to health services and a greater need for innovative ways of engaging people from the most affected areas. As a foundation trust, we have more financial control over the services we provide, allowing us to provide even better services and to involve our local communities in the bigger healthcare decisions that we make. It helps us to actively engage our staff in shaping how BSMHFT is run, make sure the views of service users and their carers and families are central to everything we do, and better understand the different needs of our diverse communities to create services more in tune with local needs.



Our Trust values

Our values are our guide to how we treat ourselves, one another, our service users, families and carers, and our partners.

Compassionate



- Supporting recovery for all and maintaining hope for the future.
- Being kind to ourselves and others.
- Showing empathy for others and appreciating vulnerability in each of us.

Inclusive



- Treating people fairly, with dignity and respect.
- Challenging all forms of discrimination.
- Valuing all voices so we all feel we belong.

Committed



- Striving to deliver the best work and keeping service users at the heart.
- Taking responsibility for our work and doing what we say we will.
- Courage to question to help us learn, improve and grow together.



Welcome message from Dianna Dass-Farrell and Marie Walker



Dianna Dass-Farrell is the Clinical Service Manager for FIRST.

Dianna provides oversight and clinical accountability for the clinical service delivery for FIRST.



Marie Walker is the Occupational Therapy Lead for FIRST.

Marie provides line management, guidance and support to a team of Occupational Therapists, Occupational Therapy Technical Instructors and an Individual Placement Support Worker.

‘Thank you for considering joining FIRST for your next role.

FIRST provide high quality, evidence based mental health care in the community for individuals discharged from secure care, who have complex mental health problems and significant risk histories.

We are a warm, welcoming and dynamic service. Our teams are forward thinking, and recovery focused.

If you are looking for a role where your career and skills will flourish, please continue reading and don't hesitate to submit your application.’

The FIRST OT team are dedicated to supporting the transition of service users from secure care environments to the community. We are committed to supporting individuals to face the challenges of re integrating into community life.

We recognise that engagement in meaningful occupation can promote good mental health, assist recovery, and help people achieve personalised outcomes such as being able to care for themselves, engage in work and leisure activities, and have social connections through community engagement.



About FIRST

FIRST is a specialist community forensic mental health service.

We provide a range of medical, psychological, and social interventions in the management of forensic mental disorders.

We monitor, support, and provide care for people discharged from secure units who are unsuitable for general community mental health services.

We Monitor the mental health of patients who have been assessed as being at risk of a serious mental illness relapse and assist in the development of proactive management plans.

We undertake needs and risk assessment of service users and develop individualised programmes of care.

Together with primary care services, we support with maintaining optimal physical health.

We offer advice on the use of medication and monitor patients' progress on drug regimes.

We act as social and medical supervisors for restricted patients in conjunction with the Ministry of Justice.

FIRST Support service users to live positive lives in the community using a recovery-based approach.

Our service consists of multiple disciplines which include:

- Administrators
- Social workers
- Approved Mental Health Practitioners
- Consultant Psychiatrists
- Occupational Therapists
- Psychologists
- Peer Mentors
- Recovery Workers
- Advanced Nurse Practitioner
- Community Psychiatric Nurses
- Family and Carer Lead



What is it like working for FIRST?

'I have worked as a member of FIRST since 2016 where I joined as a Band 6 CPN. In 2021 I was successful in gaining the position of CPN and STR Worker Manager, and in 2023, I became the Hub Manager for FIRST.

My experience of working with FIRST has been extremely positive. The team is comprised of fantastic, compassionate professionals who support each other and work together to get the best outcomes for service users.

We function as a large, integrated team with numerous support mechanisms in place to ensure our colleagues are happy and healthy. These range from Clinical and management supervision, case busting, reflective sessions and both peer and group supervision.

As a committed and integrated team, we focus on supporting and developing our workforce to ensure they have the best possible experience working within FIRST.

I have had the opportunity to manage a caseload, collaborate with MDT members to help improve people's lives and advance in my career.

I would recommend FIRST as a place to work, learn and develop'



Jodi Trainor

FIRST Hub Manager

Jodi provides professional clinical leadership and management to staff and leads across FIRST



Vocational Specialist

There are barriers that prevent our service users from seeking and securing paid employment. There are significant barriers that prevent our service users from seeking and securing paid employment. We recognise the need for supportive pathways to help individuals access opportunities in employment, volunteering, vocational skills development, and education.

In FIRST we employ a vocational specialist to offer advice guidance and assist in seeking and applying for paid employment. The vocational specialist works within the national IPS model.

- Individual Placement and Support (IPS) offers intensive, individually tailored support to help people to choose and find the right job, with ongoing support for the employer and employee to help ensure the person keeps their job.
- IPS uses a personalised and strength-based approach to support people to find a job of their choosing.
- IPS aims to help people find paid jobs within just weeks of being referred to the service.
- Then it continues to work with both employer and employee to sustain the job placement for as long as possible, or to help the client into a different job.
- IPS directly tackles the lack of integration of healthcare and employment services and the disconnection of different specialists by integrating employment specialists into health teams.



Meet our vocational specialist

Mahj Jawed



Hi Fellow colleague, I started this role in May 2025.

I am still learning and gaining a lot of knowledge and that is one thing I can promise you, the FIRST team staff have a varied depth of knowledge, and you will learn something new everyday.

I have worked on the wards as a healthcare worker and in the community as an assistant psychologist. My transferable skills have led me to the role of a Vocational Specialist. I love the holistic person-centred approach this role brings which supports in working towards recovery for my clients.

Everyday is different for me and I enjoy engaging with my clients and supporting them towards gaining and retaining paid employment. When my clients share their career goals and preference of work, I am then on the road networking and building relationships with potential employers.

I hold my own caseload, manage my own diary and liaise with the multi disciplinary team. I am supported by great management with regular supervision and reflective practice.



About FIRST IPS Team

What is Individual Placement Support? (IPS)

IPS supports people with severe mental health difficulties into employment. It involves intensive, individual support, a rapid job search followed by placement in paid employment, and time-unlimited in-work support for both the employee and the employer.

IPS aims to make employment a part of the recovery journey for those with mental health difficulties.

The FIRST IPS team can support individuals who:

- Are accessing FIRST
- Want to find paid work (full or part time)





About FIRST IPS Team



What support do we offer?

Vocational Specialists provide tailored support for clients including:

- Working towards Employment Goals
- Identifying Skills and Experience
- Support with Needs and Barriers

IPS works with individuals to identify job preferences, help with searching and applying for roles, offering guidance and supporting in the work place.

Support may extend to health or criminal conviction disclosure, supporting with accessing reasonable adjustments in the workplace, benefits/ welfare counselling in addition to building the confidence and employability skills of clients.



The IPS Journey



FIRST IPS Working with a Vocational Specialist



**Let's
Begin**

Introduction, consent and
getting to know you.
Information gathering.



**Together we
will
EXPLORE!**

Vocational Profile.
In work support plan.
CV writing.



**Together we
can LOOK
at!**

Disclosures.
Job preferences.
Job search.
Applying for work



**Together we
will PREPARE**

Interviews.
Support with meeting the
employer
Support in any reasonable
adjustments.



**Together we
will ACHIEVE**

Planning and scheduling the
weeks ahead.
Checking in with each other.

**FIRST Employment Support is for individuals who are under the provision of BSMHFT secure care services
and who wish to work towards paid employment**



Together with you to achieve **healthier, happier lives**



Diversity and inclusion

Here at BSMHFT we strongly believe in the principles of inclusion and belonging, not only in our service delivery but also in the ways we work together. Through our Value Me approach we have advocated the importance of understanding people for who they are and the lived experience they bring, applying this to everybody, colleagues, service users and our local communities, really fostering a place where people can truly be themselves.

Are you looking at this role but feeling you don't meet 100% of the requirements? Studies have shown that women and people from racialised communities are less likely to apply to jobs unless they meet every single qualification and all the criteria. At BSMHFT we are dedicated to building a diverse, inclusive, and authentic workplace so if you are excited about this role, but your experience does not align perfectly with every

requirement in the job description, we encourage you to get in contact for a discussion or simply apply anyway. You might just be the right candidate for this or other roles.

Take a look at our latest reports on [equality, diversity and inclusion on our Trust website](#).



Our offer to you

You will be part of a Trust whose values are Compassionate, Inclusive and Committed. FIRST lives these values and welcomes all new recruits with a bespoke induction package.

We pride ourselves on developing staff and students that join us for their placements.

The BSMHFT AHP leadership team are committed to continuing professional development to maintain and diversify the workforce.

All staff regardless of grade and experience receive and have access to clinical supervision, reflective practice, annual development appraisals, and opportunity for coaching and mentoring.

In addition to the mandatory training there are opportunities internally for work-based learning programmes, leadership and management training and clinical skills training. AHP's have access to a training matrix which offers developmental learning across all grades and offers apprenticeship posts across the organisation at degree level.

The Royal College of Occupational Therapy have a wealth of CPD opportunities, networking roles and opportunities to join specialist groups. They have also launched an online tool for maintaining CPD evidence – CPD Me.

<https://www.rcot.co.uk/about-us/specialist-sections/mental-health-rcot-ss>

For further information on AHP roles, opportunities and CPD opportunities access the range of AHP sections on connect. <https://bsmhftnhsuk.sharepoint.com/sites/connect-intranet/sitepages/search-results.aspx?q=AHP&k=AHP>



The health and wellbeing of our colleagues is extremely important to us

We want to look after our staff as well as we can, and we have created a package of financial and health and wellbeing initiatives that are unique to our Trust.

As well as the NHS pension scheme and NHS discounts available to all those in the NHS, we offer:

- Salary sacrifice car benefit scheme.
- [Vivup](#) – a staff benefits and wellbeing portal which also gives access to discounts across the UK's major retailers.
- Excellent discounts for National Express travel.
- Access to our Employee Assistance Programme – a free, confidential service offering guidance and support 24 hours a day whatever your concern.
- 'Take a Moment' rooms for you to take a break during your working hours.
- A free physiotherapy service.
- Free online yoga sessions.



Work-life balance

We are committed to creating a working environment where you can successfully balance your working and home lives. We understand that traditional work patterns do not suit everybody. We aim to be as flexible as possible, considering options that include variable hours and part-time working. We take health and wellbeing seriously. There is support and advice from our occupational health provider, this includes 24-hour confidential and independent information and emotional support and more.

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Flexible working

We are committed to offering a range of flexible working options as part of your standard working arrangements. Some examples of our flexible working options are described below.

Flexible hours – within service requirements, we can be flexible with start and end times for work.

- Term time only contracts – allows you to work in term time only but be paid throughout the year in equal monthly payments.
- Compressed hours – working full-time hours but over fewer days

Part-time working

Working less than full-time hours (usually by working fewer days).





Pay and starting salary

We offer competitive rates of pay and our reward and recognition systems operate in an equitable, fair, transparent, and objective way. Our pay scales include pay progression in accordance with the [Agenda for Change 22/23 NHS Pay Scales](#). New employees normally start at the bottom of the appropriate grade, although the recruiting manager can recommend a higher starting salary by considering relevant skills and experience.

Pension

As soon as you start with us, you will automatically become a member of the NHS Pension Scheme, if eligible.

Annual leave

We have a generous annual leave entitlement of 27 days per year, rising to 29 days after five years of service and 33 days after completing 10 years of service.

In addition, you will be entitled to eight bank holidays per year. Leave is pro-rata for part-time workers.

If you have been employed by the NHS before joining us and your previous service is counted towards your higher leave entitlement.